

**UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MISSOURI  
EASTERN DIVISION**

KATHERINE WALDEN,

Plaintiff,

vs.

PERFORMANCE DOOR AND  
HARDWARE GROUP, LLC, *et al.*,

Defendants.

Case No. 4:23-cv-01067-MTS

**MEMORANDUM AND ORDER**

This matter is before the Court on the Joint Motions for Approval of Settlement. Docs. [30], [31]. Though it is unsettled whether federal law requires judicial approval of all settlements under the Fair Labor Standards Act, see *Barbee v. Big River Steel, LLC*, 927 F.3d 1024, 1026–27 (8th Cir. 2019), the Court will review the settlement at the parties’ request so as to not leave them in an “uncertain position,” Doc. [30] at 4. See, e.g., *Tanner v. Empire Financing, Co.*, 4:19-cv-0825-SEP, 2020 WL 7316115, at \*1 (E.D. Mo. Dec. 11, 2020); *Van Winkle v. Mick Keane’s Express Delivery Serv., Inc.*, 4:21-cv-1213-NCC, 2022 WL 1122721, at \*1 (E.D. Mo. Apr. 14, 2022); *Moore v. Nat’l Vision, Inc.*, 4:23-cv-0593-MTS, 2023 WL 6200780, at \*1 (E.D. Mo. Sept. 22, 2023). After examining the settlement agreements and the parties’ filings, the Court concludes that the litigation involves a bona fide dispute and the settlements the parties propose is fair and equitable to each side. See *Tanner*, 2020 WL 7316115 at \*1–2; see also *Williams v. BPV Mkt. Place Invs., LLC*, 4:14-cv-1047-CAS, 2014 WL 5017934, at \*2 (E.D. Mo. Oct. 7, 2014). Thus, the Court will approve the parties’ joint proposed settlements.

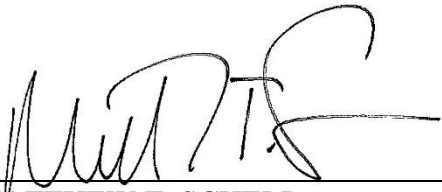
Accordingly,

**IT IS HEREBY ORDERED** that Plaintiff and Defendants Performance Door and Hardware Group, LLC, Comarco Complete Door Systems, LLC, and PC Hardware, LLC's Joint Motion for Approval of Settlement, Doc. [30], is **GRANTED**.

**IT IS FURTHER ORDERED** that the that Plaintiff and Defendant James G. Stethem's Joint Motion for Approval of Settlement, Doc. [31], is **GRANTED**.

**IT IS FINALLY ORDERED** that the parties shall file appropriate dismissal papers in this action, or a status update on the progress of the execution of the settlement, no later than **February 20, 2024**. Failure to do so timely may result in dismissal of this action without further notice.

Dated this 29th day of January 2024.

  
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MATTHEW T. SCHELP  
UNITED STATES DISTRICT JUDGE